



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

Meeting Minutes

Tuesday, June 27, 2023, 6:00-8:00pm

1. Call to Order and Land Acknowledgement

2. Roll Call

a. **Commissioners Present:**

b. Julissa Acosta (arrived after actions); Aileen Cassinetta, Dayna Chung, Ann Girard (arrived after actions), La Saundra Gutter, Jess Hudson, Susan Kokores, Melissa Lukin, Susan Takalo, Rosie Tejada, Anisha Weber

Staff: Tanya Beat, Jacki Rigoni

c. Absent: Nirmala Bandrapalli, Sue Datta (on leave), Anya Drabkin, Ellen Tafeen, Maya Tussing

3. Public Comment – Trish Erwin, Aysha Pamukcu (on Zoom)

4. Action to Set Agenda and Approve Consent Agenda Items

Motion to approve by Anisha Weber. Seconded by Jess Hudson. Approved.

CONSENT AGENDA

5. Approval of May Minutes

REGULAR AGENDA

6. Small Business Development Center, San Mateo County of San Mateo

- Presentation by Nora Razón
- SBDC, previously with CSM, now with SAMCEDA office and sponsored by Renaissance Center.
- Presentation pdf is accompanying meeting minutes
- Business Advisors mentor/advice businesses that have been established for a few years. They do not include nonprofits formally.
- Industries focus: restaurants, childcare centers, tech entrepreneurs, succession planning for immigrant-owned businesses
- All services and trainings are free

7. Commissioner Updates - Susan Kokores

- Maya Tussing is moving out of the County, exact date is to be determined. Moving back to the Seattle area.
- Officer roles: The CSW will vote at the July meeting on Interim President and Vice President who will serve until our annual elections in November.
- If anyone is interested in self-nominating themselves, please email me.

8. Sub-Committees

- Timelines from July 2023 – Nov 2023. Knowing more information may help determine meeting agendas for July, Sept, Oct, & Nov
- Report Out – 10 minutes per group

- Financial Gap: meet with stakeholders to determine top 2 drivers of wealth gap. Share a report at RISE. Share a final report to BOS by the end of 2024
- Childcare & ECE: support the success & development of childcare in SMC by using existing data, stakeholders/partners and engaging feedback from community for solutions. The goal is to present evidence-based recommendations to the Board. Group meets weekly to move forward on work plan. Silicon Valley Community Foundation is interested that we are collecting data. Maybe funds to analyze specific elements.
- General Suggestion: Create Advocacy Plan, Create recommendation with budgetary requests. Submit before the budget is determined (Dec 2024). “What is success for us?” and answering this question overall.

9. **Inclusion Festival** – July 27, 11am – 3pm. No one is available and the sub committees choose to pass.

10. Commissioner Announcements

- [Senate Bill 117](#) passed

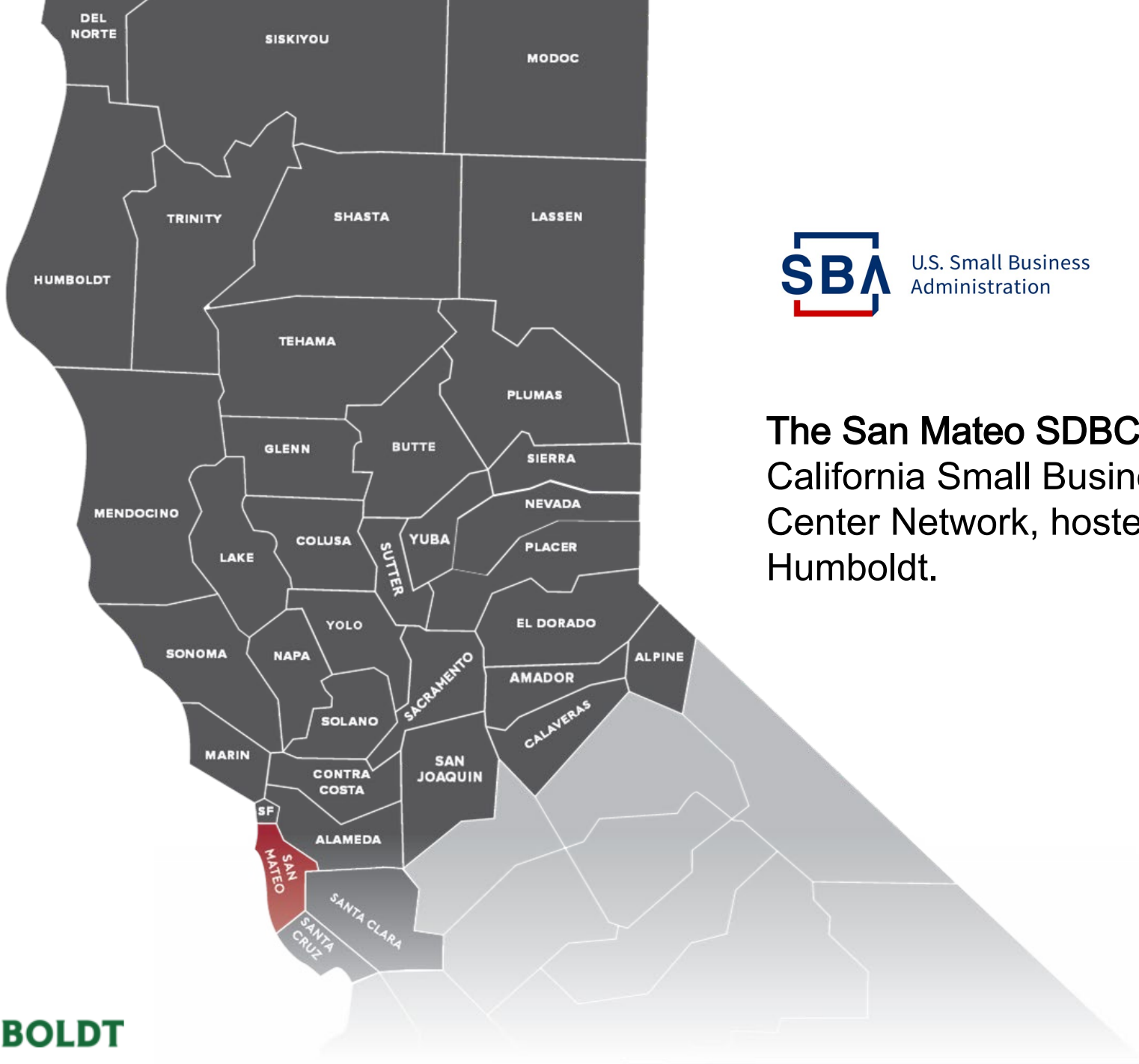
11. Adjournment

Sub-Committee Meetings (optional)

The **Commission on the Status of Women Group** agree to arrive on time/start on time; take turns speaking; speak loud enough for everyone to hear; be courteous of other opinions; listen to hear a different perspective than your own; mute phones; allow the chair to guide the process; Chair will check in about remaining time at 7:45PM.

Public records that relate to any item on the open session agenda for a regular or special meeting of the Commission on the Status of Women are available for public inspection. Those records that are distributed less than 72 hours prior to the meeting are available for public inspection at the same time they are distributed to members of the Commission. Those public records are available online and for public inspection at the Human Resources Department located at 455 County Center, 5th floor, Redwood City, CA 94063 by appointment. The public records may also be transmitted electronically by emailing tbeat@smcgov.org or calling 650-363-4467. **IN COMPLIANCE WITH THE CALIFORNIA GOVERNMENT CODE AND THE AMERICANS WITH DISABILITIES ACT**, auxiliary aids and services for this meeting will be provided upon request when given three days’ notice. Please call 650-363-4467 (voice) or email tbeat@smcgov.org to make such a request.

SMC Commission on the Status of Women
June 27, 2023



U.S. Small Business Administration



The San Mateo SDBC is part of the Northern California Small Business Development Center Network, hosted by Cal Poly Humboldt.



PROUDLY HOSTED BY:

CAL POLY HUMBOLDT

OUR LOCAL PARTNERS

Hosted by



Cared by



OUR CORE PARTNERS

Funded by



U.S. Small Business Administration



Hosted by



renaissance
entrepreneurship center

Cared by



SAMCEDA
San Mateo County Economic Development Association

WE HELP BUSINESSES WITH:



IMPACT



We help because it's in the best interest of the community at large to help businesses grow and thrive.

- Our measurements
 - Business Started
 - Jobs Created & Saved
 - Sales increased
 - Capital obtained

CORE SERVICE AREAS



Core Service Areas:

- 1-1 Business Counseling
- Business Training
- Referrals



Business Advising

All SBDC service centers must have professional staff or contractors in place to deliver counseling in business fundamentals, which includes the following areas of competency:

- Startup Assistance
- Business Planning, including business plan development.
- Growth Strategies
- Marketing, including online strategies

Pur Service Center also works with regional advisors and specialty programs to provide these additional areas of counseling competency:

- Access to Capital, including loans and equity
- Technology Commercialization



Beth Houtrow
Business Advisor

[VIEW BIO](#)



Jenny Huang
Business Advisor

[VIEW BIO](#)



Margaret Jackson
Business Advisor

[VIEW BIO](#)



Vanita Lee-Tatum
Business Advisor

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Laurie Zerga
Business Advisor

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Blair Abee
Business Advisor

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Isabela Aguiar
Business Advisor

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Mar Y Sol Alvarado
Business Advisor

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April Lee
Business Advisor

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Avery Lyford
Business Advisor

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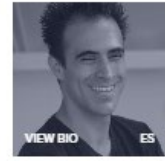
Ben Martin
Business Advisor

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Mani Nail
Business Advisor

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Alejandro Berea
Business Advisor

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Paul Bozzo
Business Advisor

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Thomas Camerato
Business Advisor

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Isabel Cassule
Business Advisor

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Molly O'Kane
Business Advisor

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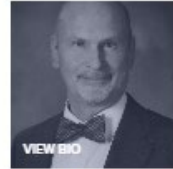
Bill Ross
Business Advisor

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Gabriela Sapp
Business Advisor

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Chuck Scifers
Business Advisor

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Carlina Davila-Shenfield
Asesora

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John DeGaetano
Business Advisor

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Crystle Gonzales
Business Advisor

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Trish Herman
Business Advisor

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Liz Scully
Business Advisor

[VIEW BIO](#)



Vivian Stiasny
Business Advisor

[VIEW BIO](#)



Lourdes Uranday
Business Advisor

[VIEW BIO](#)

Expertise:

- Business Planning
- Sales
- Marketing
- Human Resources
- Access to Capital
- Financial Projections
- Business Law
- Online Marketing
- SEO
- B2B Sales
- Succession planning

Industry Background:

- Restaurant/Food
- MEHKO
- Family Child Care
- Tech

Languages

- Spanish
- Mandarin
- Cantonese
- Portuguese

Jul

11

6:00 PM – 8:00 PM

SAN MATEO SBDC

Succession Planning

[View Event Details →](#)

Jul

12

12:00 PM – 1:00 PM

SAN MATEO SBDC

Lunch & Learn: Fundraising

[View Event Details →](#)

Jul

18

6:00 PM – 8:00 PM

SAN MATEO SBDC

Small Business Startup Part 1

[View Event Details →](#)

Jul

19

12:00 PM – 1:00 PM

SAN MATEO SBDC

Lunch & Learn: B2B Sales

[View Event Details →](#)

Jul

25

6:00 PM – 7:30 PM

SAN MATEO SBDC

Small Business Startup part 2

[View Event Details →](#)

Aug

2

6:30 PM – 8:00 PM

SAN MATEO SBDC

Creative Ways to Fund your Small Business

[View Event Details →](#)

Aug

8

6:00 PM – 8:00 PM

SAN MATEO SBDC

Save Your Bacon... ABC's of Contracts

[View Event Details →](#)



Trainings & Events

The SBDC provides both virtual and in-person trainings and workshops designed for business development on a variety of key topics.

A bit of data

CLIENTS SERVED BY INDUSTRY							
Business Type	2017-18	2018-19	2019-20	2020-21	2021-22	%Δ from 2017-18 to 2020-21	Avg. Annual Growth over from 2017-18 to 2020-21
Undefined	76	98	62	48	21	-37%	-11%
Accommodation and Food Services	11	12	49	59	50	436%	52%
Administrative and Support	1	0	3	2	1	100%	19%
Agriculture, Forestry, Fishing and Hunting	2	2	2	5	4	150%	26%
Arts and Entertainment	9	5	14	15	10	67%	14%
Construction	5	6	19	31	10	520%	58%
Educational Services	9	5	25	26	14	189%	30%
Finance and Insurance	0	0	4	8	0		
Health Care and Social Assistance	17	8	35	47	26	176%	29%
Information	10	8	9	12	10	20%	5%
Management of Companies and Enterprises	3	1	2	3	1	0%	0%
Manufacturer or Producer	16	12	25	28	24	75%	15%
Mining	0	0	0	0	0		
Professional, Scientific, and Technical Services	16	16	47	52	39	225%	34%
Public Administration	0	0	0	0	0		
Real Estate, Rental and Leasing	1	1	11	22	8	2100%	117%
Research and Development	7	4	5	7	6	0%	0%
Retail Trade	14	17	33	57	35	307%	42%
Service Establishment	9	11	60	91	71	911%	78%
Surplus Dealer	0	0	1	1	0		
Transportation and Warehousing	1	2	10	20	10	1900%	111%
Utilities	2	1	1	0	0	-100%	-100%
Waste Management and Remediation Services	1	2	3	4	3	300%	41%
Wholesale Dealer	5	1	8	9	5	80%	16%
TOTAL CLIENTS SERVED	215	212	428	547	348	154%	26%

Strategic Initiatives

- The Business of Child Care: Training & 1:1 Counseling for Family Child Care Businesses
- Restaurant/Food Businesses: MEHKO & Restaurant Recovery
- Business Advising for Tech Entrepreneurs
- Succession Planning for Immigrant owned businesses

Questions & Discussion





2022 Child Care and Preschool Needs Assessment for San Mateo County

Sarah Kinahan, Child Care Partnership Council

July 25, 2023

Needs
Assessment
Components

Child Care Supply and
Demand – 2022 and 2032

Parent and Child Needs

Workforce Needs



**Thank You to the Funders of the
2022 Child Care Needs Assessment**

Why we studied child care needs in San Mateo County

Child care is:

- A key piece of **infrastructure** for livable, sustainable communities for working families
- A means to **prepare children** for future school success
- An **economic contributor** directly and indirectly by generating employment and tax revenue

In 2022, the San Mateo County Child Care Partnership Council engaged Brion Economics to complete a multi-part child care needs assessment to better understand the needs of families, children, and early care providers.

The full needs assessment can be found at <https://www.smcoe.org/about/child-care-partnership-council/needs-assessment.html>



Brion Economics
INCORPORATED

Changes in the Child Care Landscape since 2017

COVID-19 Pandemic

- Originally predicted that 50% of child care would be lost
 - In SMC, a 14% reduction in # of providers since 2017
- County, State, and Federal Relief Investments
 - County contributed \$10M+ to child care and \$11M to learning hubs/out-of-school time/summer enrichment
- Women's employment disproportionately impacted



State's Master Plan for Early Learning and Care

- Implementing Universal PreK and Universal TK - TK for all 4-year olds by 2025-26
- \$350M for facilities renovation/repair and new construction
- Increased rates for subsidized child care and ongoing rate reform conversations

Other State Changes

- New Expanded Learning Opportunities Program – over \$1B!
- “Child care” shifted from CA Dept of Ed to Dept of Social Services
- Swing from surpluses to deficits in State Budget

Federal

- Biden budget includes new investments to expand access and raise wages
- Biden Executive Actions push for expanded access to child care
- CHIPS & Science Act requires provision of child care by companies accessing funds



Child Care Supply and Demand 2022 and 2032

Change in Number of Providers and Spaces Since 2017

13% decline in spaces in Family Child Care Homes

- 101 fewer provides in 2022
- 43% loss in infant-toddler spaces

8% increase in Center-based spaces

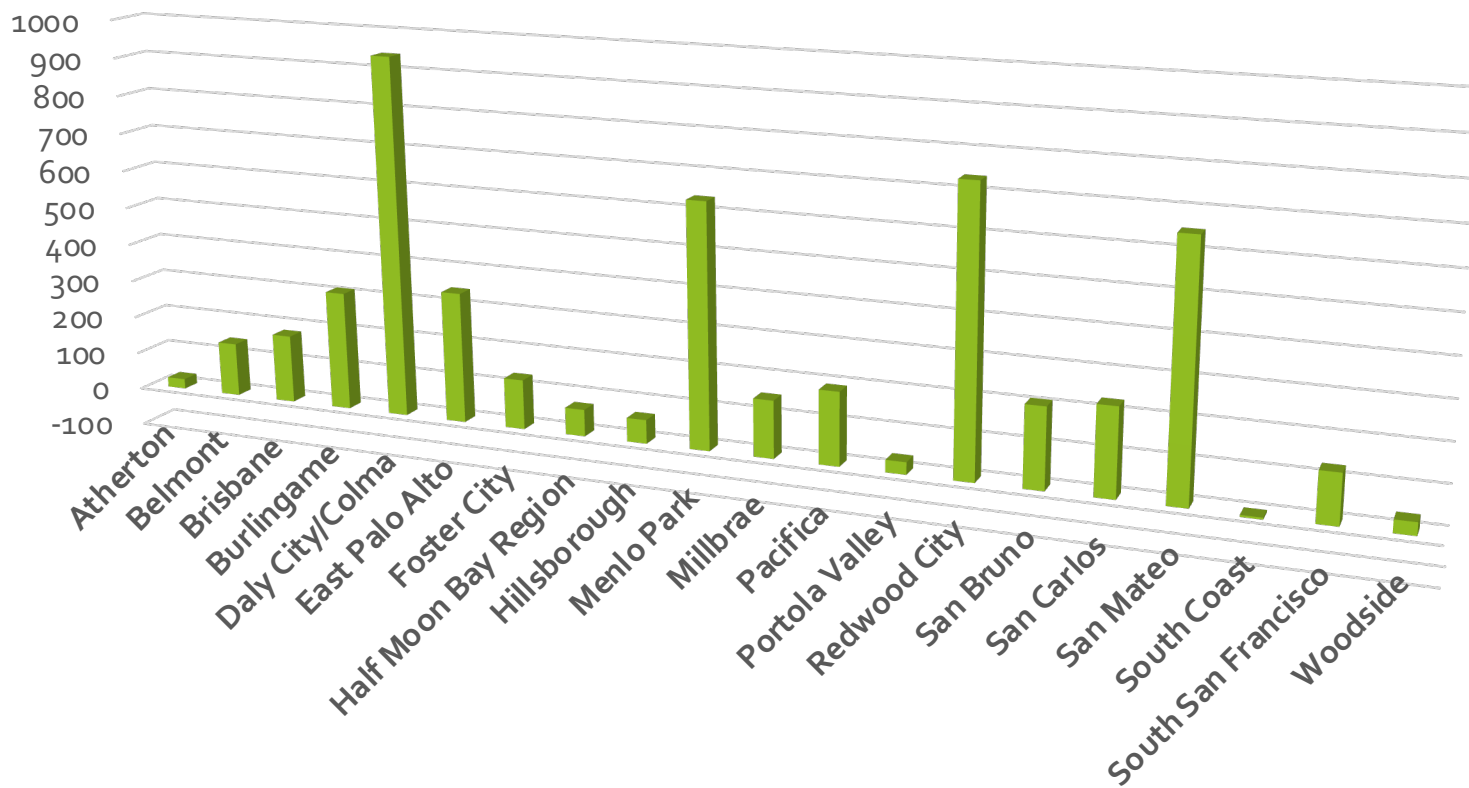
- 19% increase in spaces for School Age children
- 62 fewer providers but average license size increased from 60 to 74 spaces

Total Spaces in 2017 = 39,528

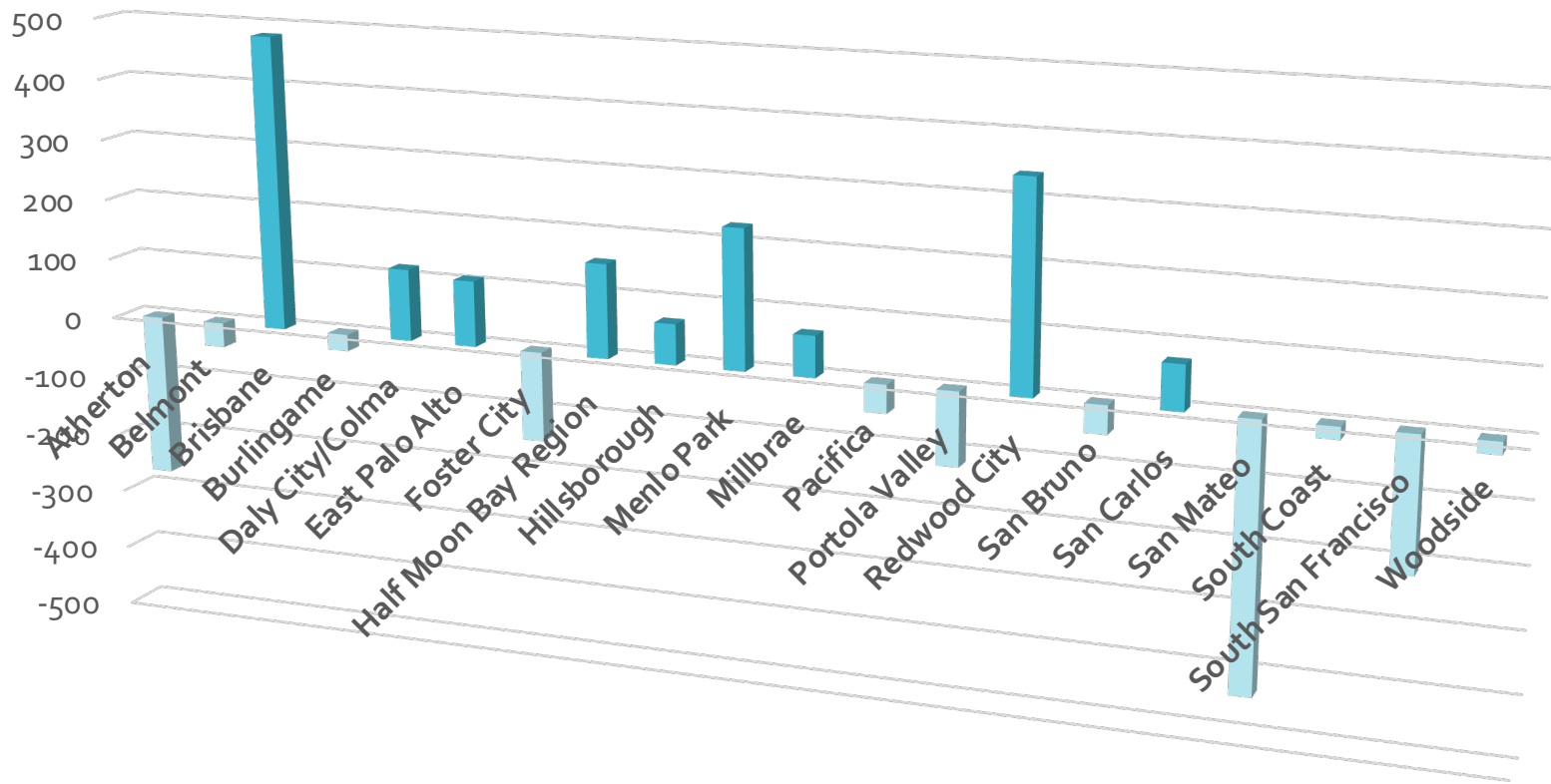
Total Spaces in 2022 = 41,347

	Children Under 2 years	Children Ages 2-4 years	Children Ages 5-12 years	Total
Current Supply	2,925	18,740	19,682	41,347
Spaces Needed: 2022	8,715	19,847	29,942	58,505
2022 Shortfall	5,790	1,107	10,260	17,157
2022 Demand Met	34%	94%	66%	71%
Spaces Needed: 2032	8,353	19,815	36,169	64,337
2032 Shortfall	5,191	250	16,487	21,928
2032 Demand Met	38%	99%	54%	66%

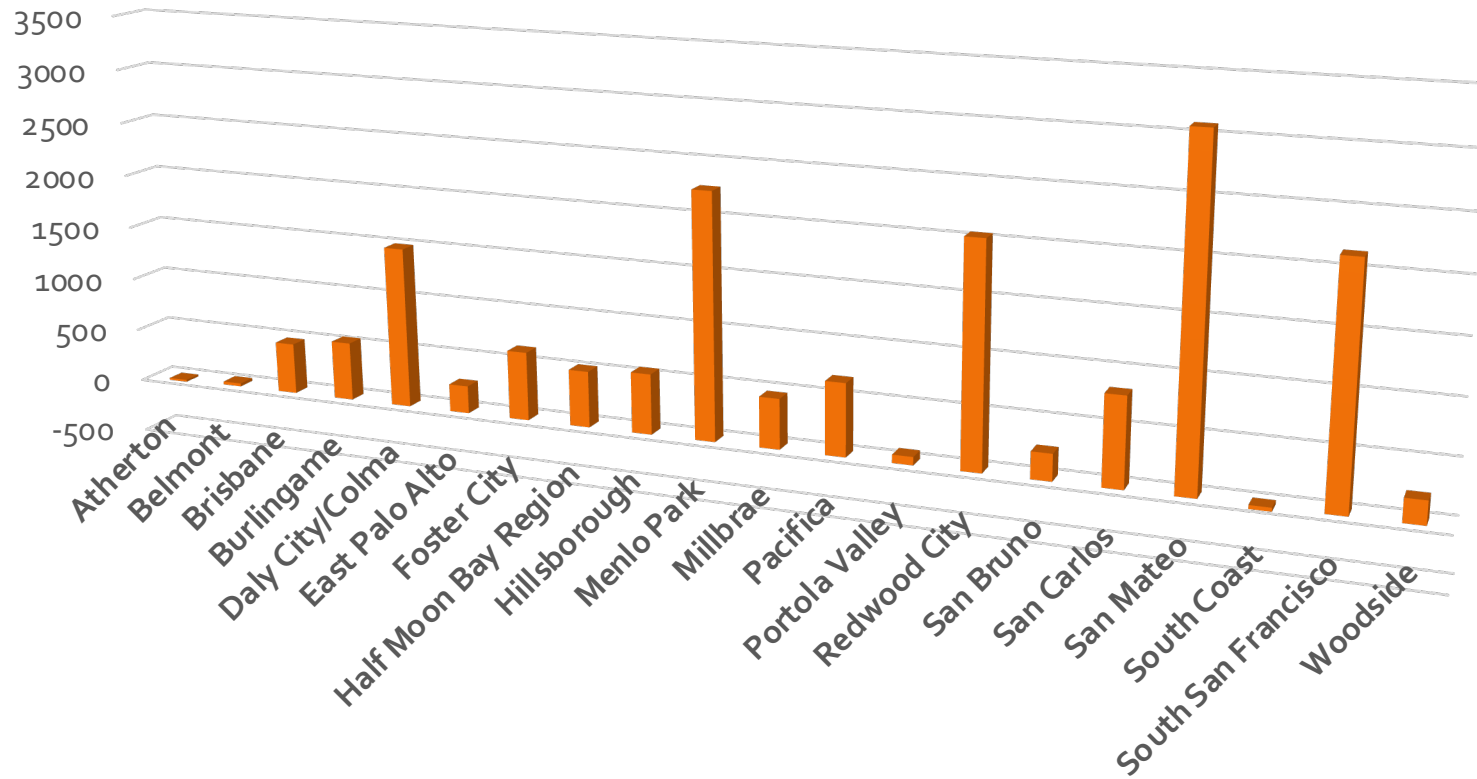
Child Care Supply and Demand, 2022 and 2032



Unmet Need for Infant Spaces by City (2032)



Unmet Need for Preschool Spaces by City (2032)



Unmet Need for School Age Care Spaces by City (2032)

	Children Under 2 years	Children Ages 2-4 years	Children Ages 5-12 years	<i>Total</i>
Number of Children Eligible for State Subsidy	9,619	5,582	17,821	33,023
Percentage of Children Eligible for State Subsidy	34%	32%	28%	30%
Number of Subsidized Spaces	409	2,895	3,794	7,098
Unmet Need for Subsidized Spaces	9,210	2,687	14,027	25,925
Percent of Need Met	4%	52%	21%	21%

Need for Subsidized Child Care



Parent and Child Needs

2022 Parent Child Care Survey

- One of the most striking results is that **73% of survey respondents** stated that they have **turned down work due to a lack of child care.**
- **Affordability** of child care was the highest consideration for families:
 - **65% of respondents** indicated that **affordable child care was somewhat or very hard to find.**



Workforce Needs

Workforce Size and Shortages



In San Mateo County, an estimated **5,300 people work in child care** programs

- **2,800 more needed** to meet the current shortfall

In our Workforce Survey, 60% of owners/directors said they **needed to raise wages to attract more staff**, and 31% say they are currently **understaffed**.

47% of **state-subsidized child care programs** report that they have approximately **455 unused spaces due to staff shortages**.

From the Workforce Survey



Received 323 survey responses

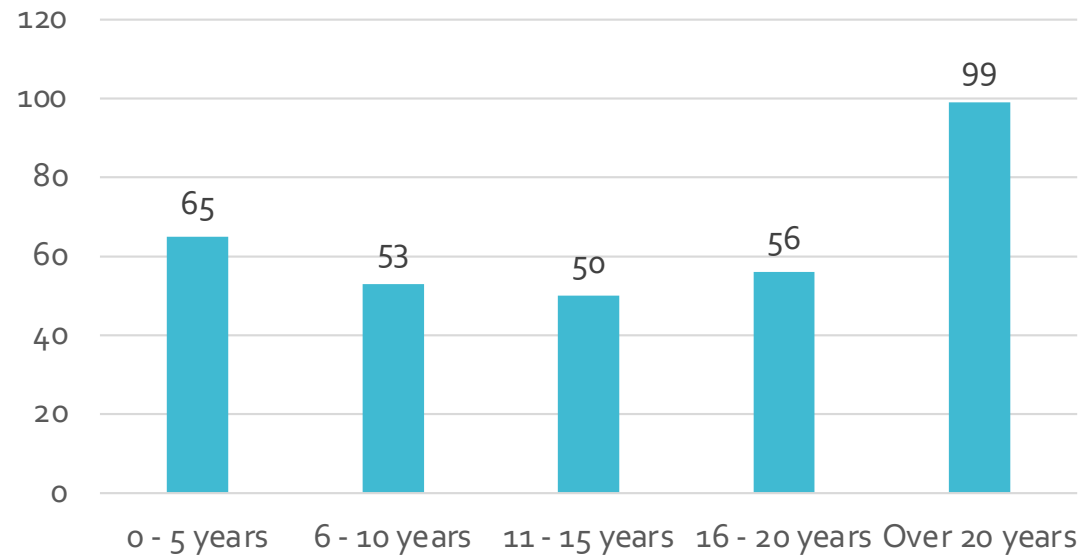
Demographics of Survey Respondents

- 95% were female
- 44% were Latinx (compared to 24% of County population overall)
- 42% were between the ages of 50 and 64 years old; In contrast, 11% were between the ages of 18 and 29 years old

From the Workforce Survey



How long have you worked in the child care and/or early learning field?



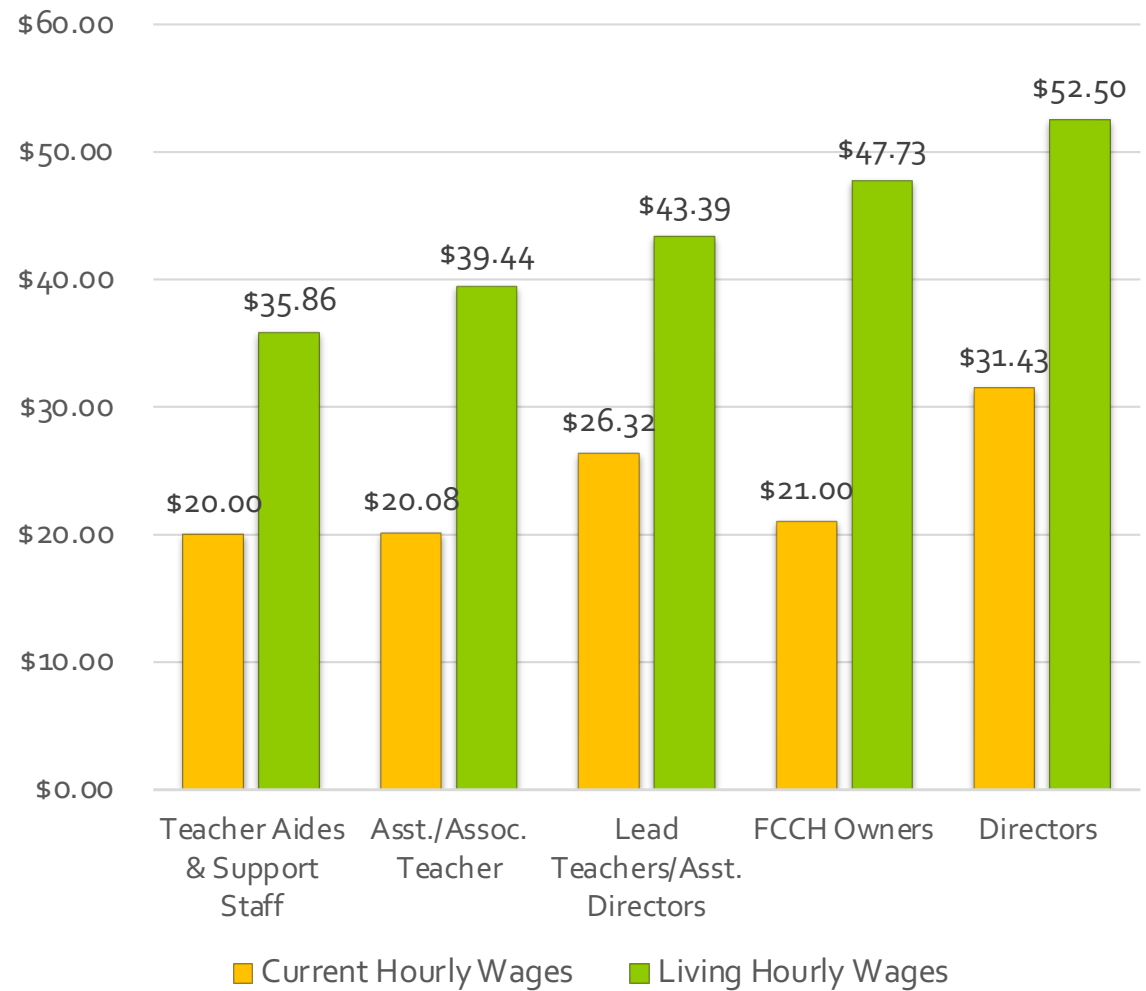
66% of survey respondents plan to stay in the sector for the next 12 months

- **Demographic most inclined to leave the sector are 18-39 year olds.**

Annual Cost to Raise Wages to a Living Wage = \$207 million

Economic Benefit to San Mateo County if Living Wage Gap is funded = \$389 million

Comparison of Current and Living Hourly Wages, Adjusted for Roles



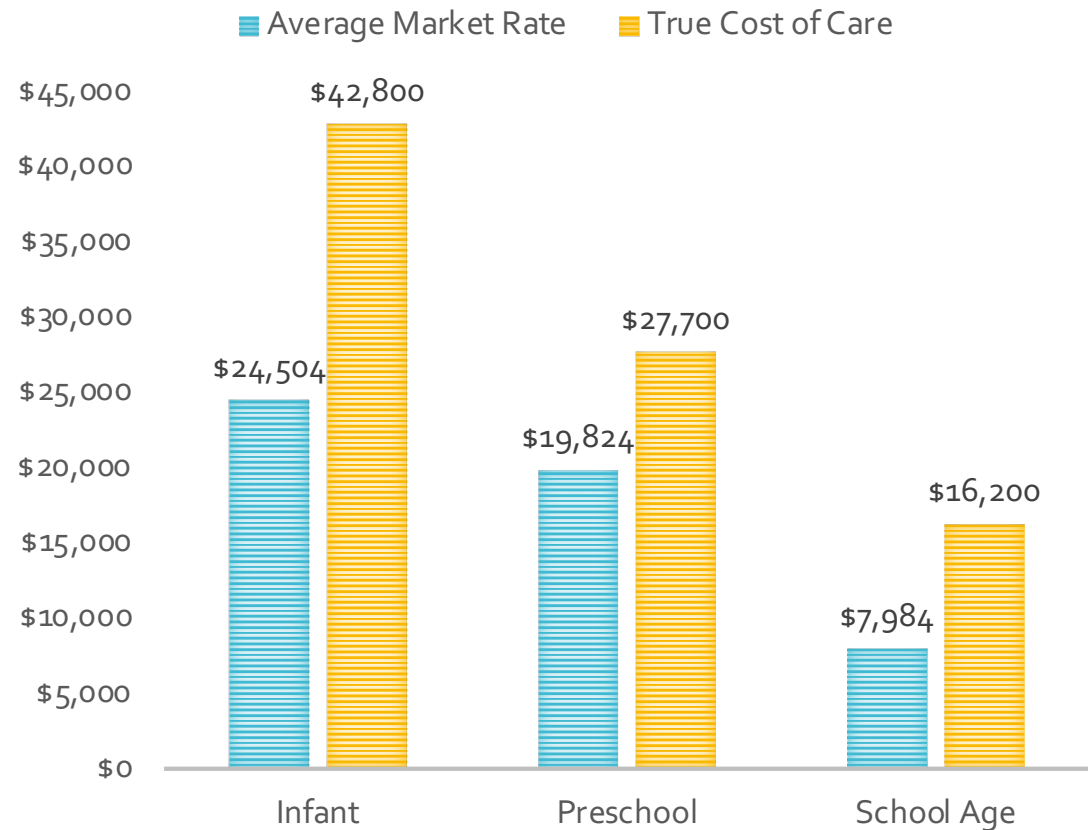
Cost of Care

Child care costs average 25% or more of household income.

However, child care programs are charging far below what it costs to provide quality care with living wages for staff.

A broken system – families can't afford to pay more and child care programs can't afford to pay living wages.

COMPARISON OF MARKET RATES TO TRUE COST OF CARE (CHILD CARE CENTERS)



What questions do you have about the needs assessment?

What surprised you?

What would you like to know more about?

How does this data relate to your work?





Final Report:

SNAPSHOT OF FINDINGS

San Mateo County

Child Care Needs Assessment 2022 and 2032:

Supply and Demand Summary

Prepared for

San Mateo County Child Care Partnership Council,

San Mateo County Office of Education, and San Mateo County Superintendent of Schools



Prepared by

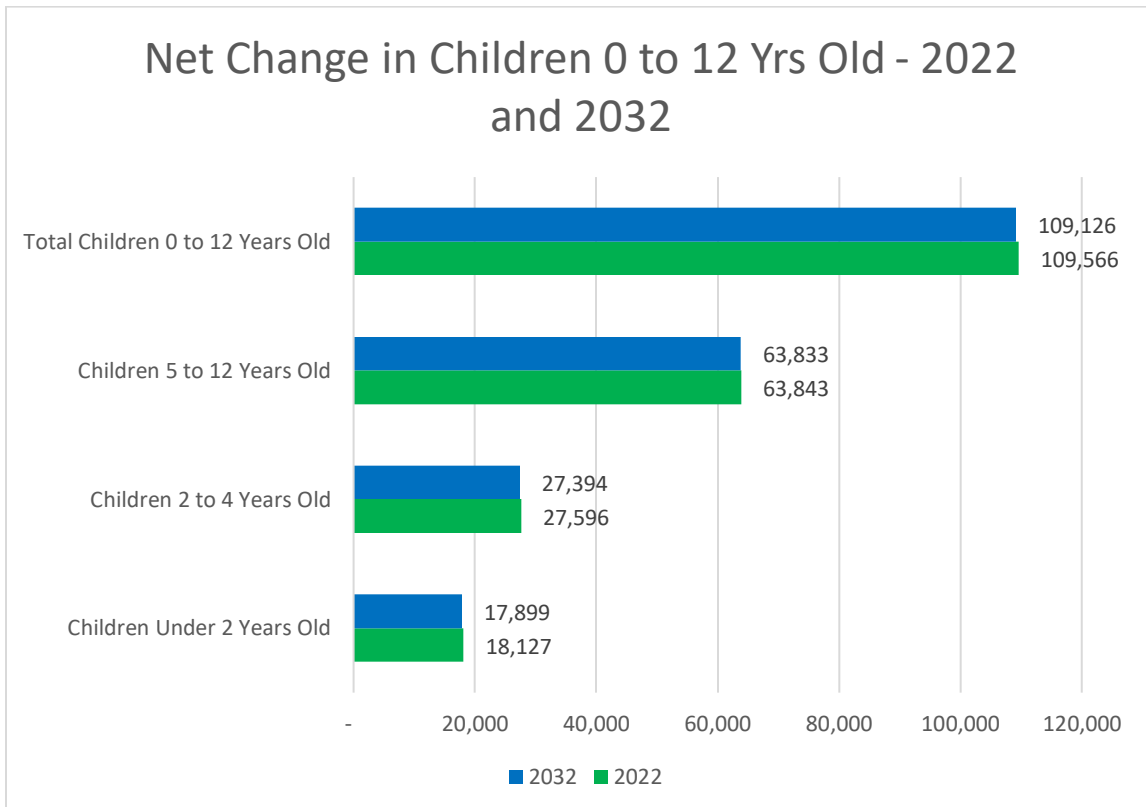
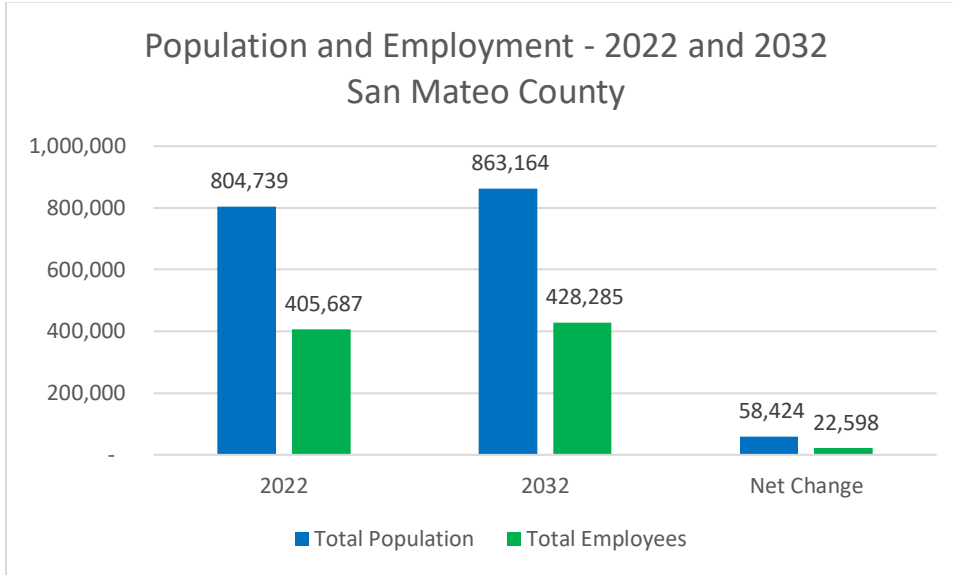
Brion Economics, Inc.

November 2022

2022 Child Care Needs Assessment – Snapshot of Findings

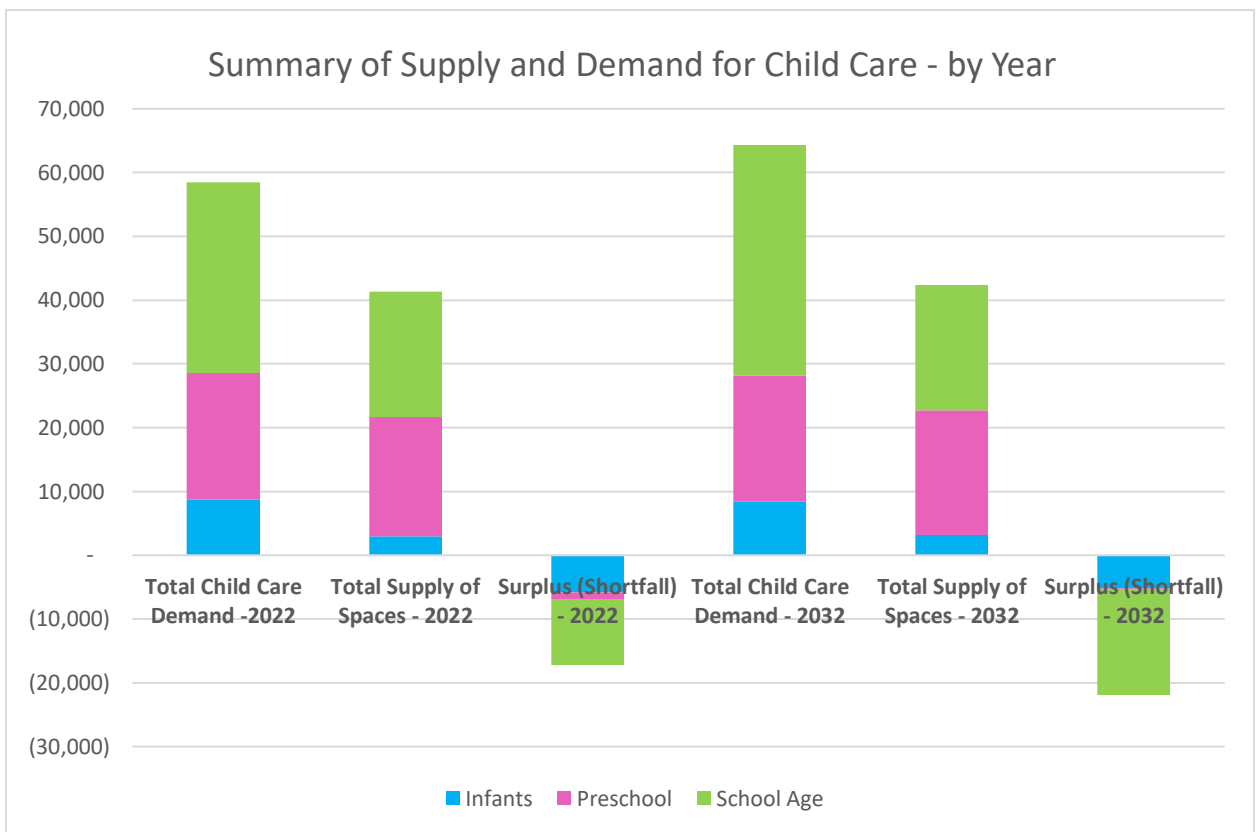
Key Findings: Supply and Demand

- Overall Demographic Changes in San Mateo County – 2022 and 2032



- Child Care Shortage 2022 and 2032:** As of 2022, the current shortage of child care spaces for children 0 to 12 years old is about 17,000 with 71% of the current demand met overall, countywide. By 2032, the shortage of child care spaces increases to about 22,000 spaces or 66% of demand being met. Shortages vary by city/region and age group, as shown below.

Estimated Surplus or Shortage by Year - San Mato County				
Age Group	Shortage of Spaces - 2022	% of Demand Met - 2022	Shortage of Spaces - 2032	% of Demand Met - 2032
Infants	(5,790)	34%	(5,191)	38%
Preschool	(1,107)	94%	(250)	99%
School Age	(10,260)	66%	(16,487)	54%
Total Surplus/(Shortage)	(17,157)	71%	(21,928)	66%

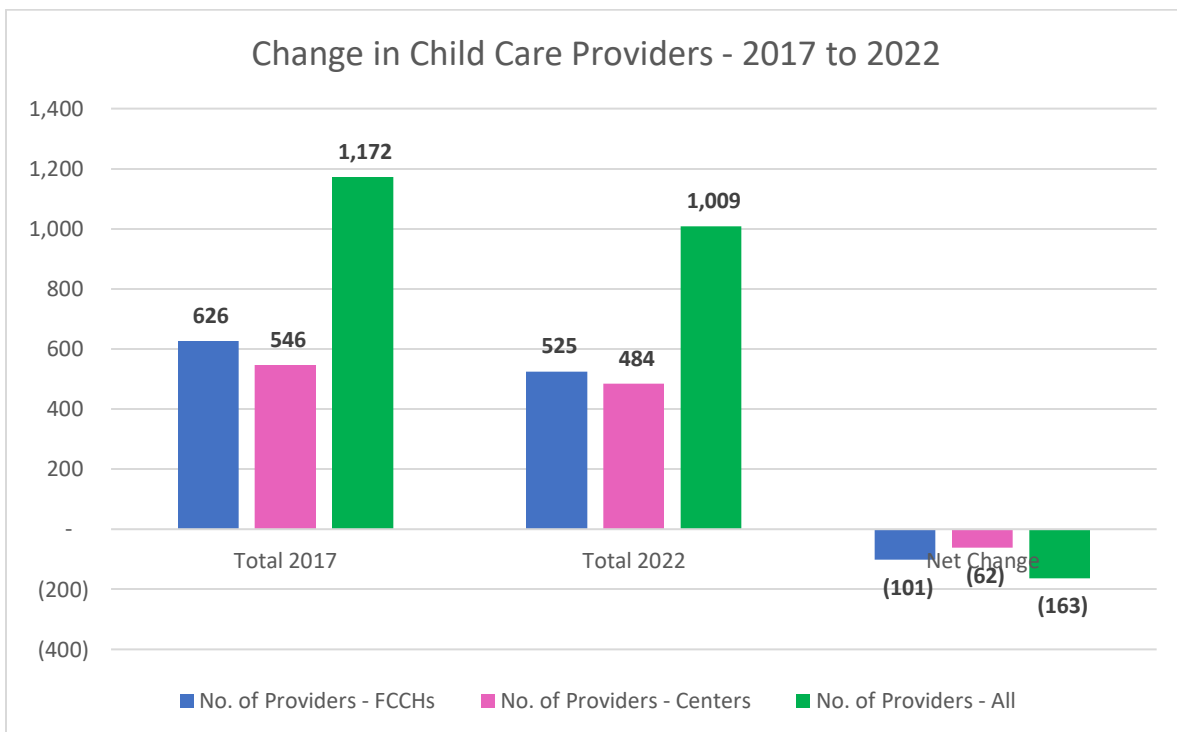


- Change in Family Child Care Homes (FCCHs) since 2017:** Between 2017 and 2022, there has been a loss of 101 FCCH providers and 897 spaces. This represents a 16% decline in providers and a 13% decline in the number of spaces. This loss is likely associated with the impacts of the COVID-19 Pandemic. It should be noted that not all licensed FCCHs are in operation; they may have closed temporarily and are holding onto their license.

2017 to 2022 Change in Supply of FCCHs - San Mateo County				
Age of Children	FCCH Spaces 2017	FCCH Spaces 2022	Net Change	% Change
Under 2 Years Old	2,332	1,334	(998)	-43%
2 to 4 Years Old	2,932	2,669	(263)	-9%
5 to 12 Years Old	1,399	1,763	364	26%
Total Supply	6,663	5,766	(897)	-13%
No. of Providers	626	525	(101)	-16%

- **Change in Center-Based Care since 2017:** Since 2017, there has been a decline in the number of center-based providers, but a net increase of child care spaces in center-based care, primarily due to a 19% increase in School Age spaces.

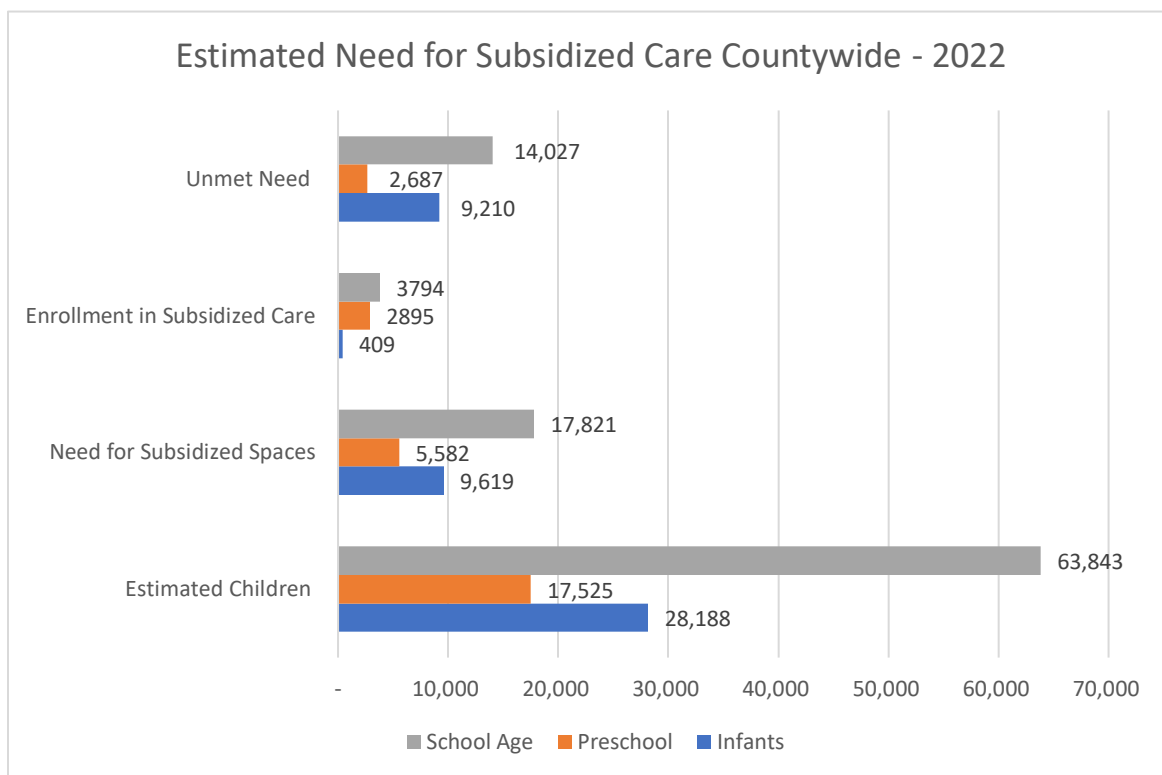
2017 to 2022 Change in Supply of Center-Based Spaces - San Mateo County				
Age of Children	Center Spaces 2017	Center Spaces 2022	Net Change	% Change
Under 2 Years Old	1,478	1,591	113	8%
2 to 4 Years Old	16,297	16,071	(226)	-1%
5 to 12 Years Old	15,090	17,919	2,829	19%
Total Supply	32,865	35,581	2,716	8%
No. of Providers	546	484	(62)	-11%



Key Findings: Subsidized Care

Countywide, only 21% of the subsidized care need is being met. About 33,000 children, 0 to 12 years old, need a licensed subsidized child care space, and only 7,000 exist currently.

- Countywide there is a shortage of about 26,000 subsidized spaces.
- Infants – only 4% of current demand is met
- Preschool – 52% of current demand is met
- School Age – 21% of current demand is met



Key Findings: Parent Needs and Preferences

As part of the Needs Assessment, a countywide parent survey was conducted in the fall of 2022. The survey provides important new data on the current use of care by age group and the preferred use of child care by parents. These data have been integrated into the supply and demand analysis.

- One of the most striking results is that **73% of survey respondents stated that they have turned down work due to a lack of child care.**
- Overall, parents prefer licensed care.

- About 37% of parents **use** licensed Infant care, 61% use licensed Preschool care, and 47% use licensed and license-exempt School Age care.
- About 35% of parents **desire** licensed Infant care, 69% desire licensed Preschool care, and 54% desire licensed and license-exempt School Age care.

Age Group	2022 Demand - Current Use	2032 Demand - Preferred Use	Difference
Infants - Under 2 Years	37.2%	35.0%	-2.2%
Preschool, 2-4 Years	61.2%	68.8%	7.7%
School Age, 5 or older	46.9%	54.0%	7.2%

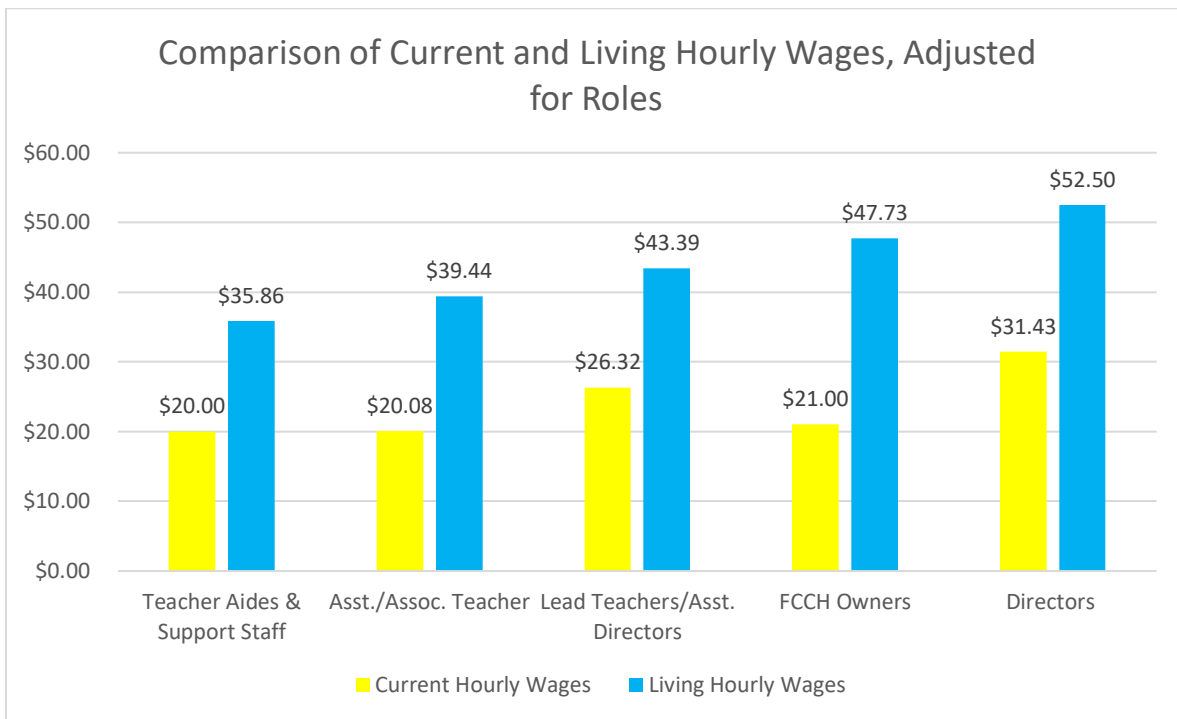
- Affordability of child care was the highest consideration for families;
 - **65% of respondents indicated that affordable child care was somewhat or very hard to find.**

Key Findings: Child Care Workforce

San Mateo County, like many counties in California, has a child care workforce shortage. Low wages play a key role in the lack of workforce, as possible workers find higher wages in other industries. In order to expand the supply of child care spaces in all age groups, there is an urgent need to increase wages for teachers’ aides, lead teachers, and administrators. Child care is an important function in the overall economy of San Mateo County. It allows parents to go to work, allows employers to have more stable employees, and generates overall economic benefits to the County. Young children benefit developmentally from early care and education and are more “ready” for kindergarten.

- Current child care workforce totals about 5,300, including teachers, aides, support staff, and owners/directors.
- To meet the current shortfall of child care spaces, 2,800 new staff are needed in 2022.
- Average wages range from a **low of \$20 per hour to a high of \$31 per hour** for directors; many FCCCH workers make even less per hour.
 - **Living wages are \$36 to \$52 per hour**, given the cost of living in San Mateo County
- Wages need to increase 65 - 127% to equal a living wage in San Mateo County
 - An additional \$207 million per year is needed to bring current child care workers up to a living wage.
- 50% of community-based preschools need additional staff and have limited capacity due to staff shortages.
- In San Mateo County only 32 child development permits were issued in 2019-2020 and only 46 were issued in 2020-2021.

- In contrast, in 2009-2010, 308 permits were issued in the County.
- About 328 ECE workers who work with children 0 to 5 child do not have a BA degree, based on the Workforce survey conducted as part of this effort.
 - The cost of assisting these workers to achieve a BA or BS totals \$2.4 million, assuming 65% qualify for financial aid. This equals about \$7,300 per worker



Key Findings: True Cost of Care

Most child care providers do not have enough income from tuition (including State subsidies) to provide all the goods, supplies, wages, etc. that would equal quality care. The current cost of care does not reflect the rates needed to pay a living wage and most parents can't afford to pay more. Current State reimbursement rates do not cover the "true cost of care."

- The reimbursement rates for FCCHs are from 33% to 41% of the true cost of care for Infant and Preschool care and 61% to 72% for School Age Care.
- For Center-based care, reimbursement rates are 57% to 73% for Infant and Preschool care, while School Age center-based care is the only category where current reimbursement rates equal the true cost of care.
- Reimbursement rates for subsidized CCSP and CCTR care range from 54% to 85% of the true cost of care.

Item/Age Group	Title 22 Rates (AP, CalWORKs, etc.)			CCSP/CCTR
	Licensed Child Care Center	Small FCCH	Large FCCH	Title 5 Child Care Center
Living Wage Cost of Child Care				
Infants	\$42,800	\$54,800	\$44,500	\$57,800
Preschooler	\$27,700	\$54,800	\$44,500	\$37,400
School Age	\$16,159	\$27,400	\$23,000	\$21,900
2022 State Reimbursement Rates				
Infants	\$24,500	\$18,300	\$18,300	\$49,300
Preschooler	\$20,100	\$18,100	\$18,100	\$20,200
School Age	\$16,300	\$16,600	\$16,600	\$14,600
Reimb. Rates as % of Living Wage				
Infants	57%	33%	41%	85%
Preschooler	73%	33%	41%	54%
School Age	101%	61%	72%	67%

Note figures have been rounded to the nearest hundred.

Key Findings: Preschool Attendance, Kindergarten Readiness & Impacts of Pandemic

Preschool has the potential to improve kindergarten readiness – focus on proven literacy practices. The County’s Big Lift project, which has been operating in seven school districts for eight years reports reported some very positive outcomes.

- Independent evaluations of The Big Lift show that children attending The Big Lift Preschool are **22% more likely to be ready for kindergarten** than children with no Preschool at all, after controlling for socioeconomic differences.
- Readiness for most **districts increased from 2019 to 2021**, with the exception of Jefferson ESD, which experienced a very slight decline.
- There is a **49% difference in readiness rates between children** who attend Preschool and whose families are middle-to-high income and children who attend Preschool whose families are very low-income.
- Family data reveal a **13% drop in Preschool enrollment for incoming kindergarten families compared to before the pandemic**. In Fall 2021, 69% of incoming kindergarten families reported that their children had received at least one year of Preschool, compared to 82% before the pandemic.

- Impact of COVID Pandemic: 58% of incoming kindergarten families in the seven Big Lift districts experienced one or more of the following impacts: job or income loss (44%), trouble meeting basic needs (14%), mental health struggles (10%), and knowing someone who was very sick or died from COVID-19 (18%).

As of 2020, about 5,800 3- and 4-year-olds were eligible for California State Preschool, and Transitional Kindergarten (TK). In total, 2,165 3- and 4-year-old children were served by CSPP, TK, and other subsidized programs, or 38% of those eligible.

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- Child Care Coordinating Council of San Mateo County (also known as 4Cs)
- San Mateo County Office of Education
- Child Care Needs Assessment Ad Hoc Committee Members

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About CCPC

The San Mateo County Child Care Partnership Council (CCPC) is a state-mandated local council under joint auspices of the San Mateo County Board of Supervisors and the San Mateo County Superintendent of Schools. The CCPC takes the lead in planning and advocating for quality care and early education for all children, from birth to 12, in San Mateo County. Learn more at <https://www.smcoe.org/about/child-care-partnership-council/>.

To: San Mateo County Commission on the Status of Women
From: Tanya Beat, Director
Date: July 25, 2023
Subject: Status of recent events/projects

RISE 2024 Update

- Theme: From Surviving to Thriving to Driving Change: Women's Economic Power
- Top Keynotes: Barbara Lee, Lauren Babb, Kimberly Ellis, Dolores Huerta
- Branding & Sponsorship
- Set ticket price at \$99 – creates needed revenue that pays for food & beverage

Women's Equality Day: Voice, Vote, Economic Power

- Planning Committee: Susan Kokores, Aileen Cassinetto, Anisha Weber, Jess Hudson, Susan Takalo, Dayna Chung
- Date: August 23, 3-5pm
- Location: Burlingame Community Center
- Theme: Women's Equality & Economic Equity
- Program: First half is networking; second half features amazing women speakers
- Free event
- Goal: Everyone here commits to bringing two other women, even if you are not able to attend.
- List of speakers focuses on diversity and expertise in economic equity
- Proclamation sponsored by Supervisor Corzo. August 1 BOS meeting. Please join!